



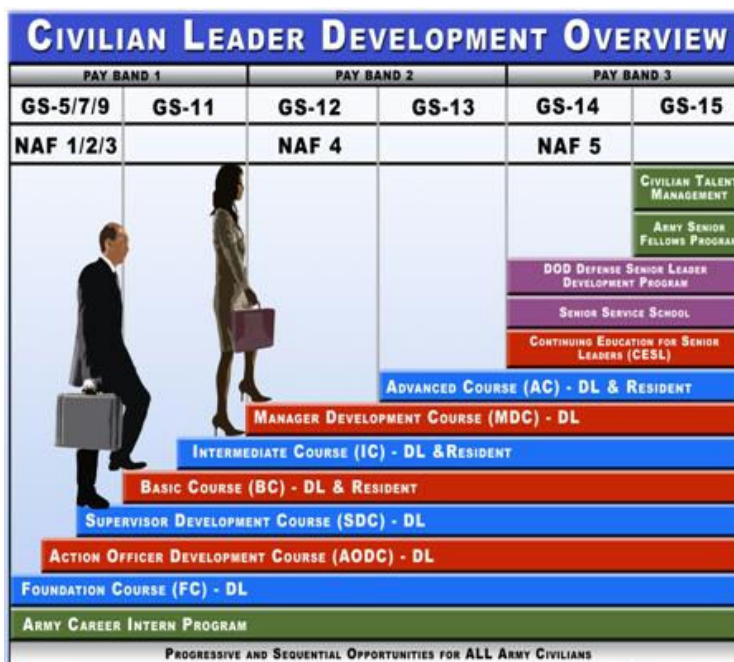
United States Army Dental Command

CIVILIAN HUMAN RESOURCES UPDATE

March 2009

CIVILIAN DEVELOPMENTAL STAIRWAY

The Army has developed a progressive leader development system called the Civilian Education System (CES) that provides enhanced leader development and education opportunities for agency civilians. The CES courses are based on competencies derived from the Office of Personnel Management (OPM) and Army Leadership. CES is a structured, progressive program that supports self development and lifelong learning. Residential programs are centrally funded for most Army civilians. Employees may secure additional information on and register for CES program through the Civilian Human Resource Training Application System: <https://atrrs.army.mil/channels/chrtas>.



STUDY CITES PROGRESS IN NSPS IMPLEMENTATION

Based on the results of its second independent study of the National Security Personnel System (NSPS), the US Office of Personnel Management (OPM) concludes that DOD has built a strong foundation for implementing its performance-based personnel system. In its assessment, OPM found DOD has made distinctions in performance and associated pay increases. In addition, OPM indicates that NSPS provides a system with multiple layers of oversight and controls to assure fairness. Supervisors said they are aware of a greater ability to set pay for new hires and change assignments but their responses indicate limited improvement in the hiring process. OPM noted that it generally takes employees three to five years to accept alternative personnel systems. Preliminary data indicates that employees under NSPS show no greater intention to look for another job than other DOD employees on the traditional civil service pay system. The complete report is available online at: www.opm.gov/aps/reports/2008_dod_nsps.pdf. Currently more than 205,000 employees within DOD are covered by NSPS. The department has deferred future conversions until it can coordinate plans with representatives from the new administration.

A monthly publication of the United States Army Dental Command.